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United States District Court District of Minnesota

*Chief Judge James M. Rosenbaum
Judge Michael J. Davis
Judge John R. Tunheim
Judge Ann D. Montgomery
Judge Donovan W. Frank
Judge Joan N. Ericksen
Judge Patrick J. Schiltz
Senior Judge Donald D. Alsop
Senior Judge Paul A. Magnuson
Senior Judge David S. Doty
Senior Judge Richard H. Kyle*

March 22, 2007

Dear Employer:

As a U.S. District Court Judge, I am called upon to send convicted men and women to prison. Their punishment is mandated by law. But I also know of a second "punishment," perhaps even more painful, which goes beyond the punishment the law prescribes. This is the grave difficulty experienced by those who have finished their sentences as they seek to reenter the world beyond the prison's walls.

One of the most important jobs our probation officers perform is helping released prisoners return to our communities. Not the least of these problems is employment, because employment is one of the most significant predictors of ex-offender success.

Our country releases more than 650,000 individuals annually from federal and state prisons. Virtually all of them must be re-introduced and re-integrated into their communities. Studies show that those who are unemployed are 3-5 times more likely to re-offend. As an example, nearly 85% of federal offenders whose sentences were revoked were unemployed at the time of revocation. To the contrary, those who were employed throughout supervision had a revocation rate of just over 7%. Adding to these numbers is the fact that it costs nearly \$25,000 per year to incarcerate a single person - a taxpayer cost of nearly \$40 billion. There is no question that both the community and the ex-offender benefit when we can provide them meaningful employment opportunities.

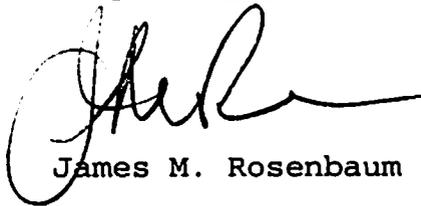
Minnesota's Probation Office has undertaken an ambitious effort to implement an Offender Workforce Development Project. This Project is designed to provide assessment, placement, and job training to ex-offenders. Our Probation Office is working to become a major partner in setting goals, providing employment resources, and assist in providing educational opportunities to make ex-offenders' employment goals a reality. Employers are the ultimate key to these individuals' success.

With these thoughts in mind, I ask you to join us in a community partnership designed to give ex-offenders a chance, while giving you quality job candidates who are prepared to work hard and give you value as an employer. We want to establish a program which will provide a "win-win" situation for all involved.

Please take a few minutes to review the enclosed materials. I think you will see there are benefits to hiring ex-offenders. I encourage you to become part of this initiative to benefit you as an employer, the ex-offenders you hire, and the community as a whole. If you are willing to discuss this proposal or to participate in this important initiative, or if you just have questions about the program, please contact Senior U.S. Probation Officer John Rayman at (612) 664-5367.

I believe this is a program that will work and can provide significant value to your workplace. Thank you for your help.

Very truly yours,



James M. Rosenbaum